

RAPPORT BETWEEN HUMAN RESOURCE DEVELOPMENT AND EMPLOYEES IN CORPORATES BETWEEN TAMBARAM AND CHENGALPET

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ABSTRACT

In this study an effort made to understand the behavior concepts of the management, Human resource and the employees. Analyzed the psychology of the employees with the Human resource development and the employees with the company. Have ignored the benefits, privileges and the comforts which are received by the employees by the management. Have considered the organization behavior of the employees and off course coordinated with the human resource development for the up liftment of the corporate in all three sectors of the economy. The results of the study shows that there is a soft behavior of the HR with the employee at the same time the HR and employees vigorously work for the management the place where they work. Thus the spiritual organization behavior will bring valuable benefits for the corporate through HR and employees. In our study the contribution is more within a short period. So that the development of the corporate and the development of both the HR and employee is feasible.

KEYWORDS: *Human Resource Development, Organizational Behavior, Value Systems, Employees' Psychology & Employees' Participation*

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INTRODUCTION

An organization has a body, a mind and a soul. The body is the physical structure, the buildings, equipment, furniture and number of employees, distribution of employees to form pyramid, cube, straight line, star or any other configuration. The mind is thinking of thinking of individuals, singly and in teams on how to achieve goals, how to function smoothly, how to maintain harmony. The soul is the spirits of the organizations have some expectations from it. They would like the association to be based on a strong foundation. Organizations with weak values form loose linkages which break under duress. Organizations with strong values attract loyal friends who stand with them through good times and bad. In the corporate world, like joins hands with like. At the employee level, values need to be ingrained and nurtured. From the induction level to the highest echelon, these values serve as road maps in achieving goals. HRD plays a pervasive role in propounding, developing and sustaining the value system among all groups of employees. The values become a rallying point for groups with differences in goals, ideas and functions.

NEED FOR THE STUDY

HRD prepares people not only to handle their tasks effectively but also to represent the organization to the outside world in professional or social capacities. At one level it creates a healthy image. At the second level, employees take pride in belonging to a reputed organization. At the third level, fresh talent prefers to join organizations with a sound image. At the fourth level, any customer group would prefer to network with a company for whom they hold good-will. All these are attributes of the image. In the corporate world, like joins hands with like. At the employee

level, values need to be ingrained and nurtured. From the induction level to the highest echelon, these values serve as road maps in achieving goals. HRD plays a pervasive role propounding, developing and sustaining the value system among all groups of employees. The values become a rallying point for groups with differences in goals, ideas and functions. Discipline is a necessary element of organizational dynamics to ensure behavior which is beneficial and productive both to the employee and to the organization. The most desirable form of discipline is that which comes from within rather than that which is externally imposed. However in some cases, external interventions may be needed. The HR manager's role is key one in ensuring this atmosphere through policy setting, explaining and inculcating the required mindset in employees at all levels. With good communication and consistently positive approach, the incidence of negative disciplining may become re. Pride, belonging and the desire to contribute beneficially are created in their place.

OBJECTIVES OF THE STUDY

- To study the Human Resource Development and the employees participation in corporate in between Tambaram and chengalpet.
- To analyze the correlation between the Human Resource Development and the employee incorporates in between Tambaram and chengalpet.

METHODOLOGY

Area of Study and Data Collection In between Tambaram and chengalpet some of the corporate have been approached is project. We have approached nearly 15 Corporate we are able to collect the data's HR & Employees of Seven Corporate collected data's from Human Resources and employees for seven corporate. Regarding Data Collection Random Sampling Technical have, been used in selection of employees from each Corporate. The total number of employees is minimum of 10 employee's altogether 70 employees from 7 Corporate. Employee in the above mentioned corporate.

LIMITATION OF THE STUDY

We limit our study pertain to the psychological and sociological aspects of the Human Resource Development and the Employees.

The collected Primary data of 7 HR and 70 EMPLOYEES from 7 CORPORATES have described in the frequency distribution.

Table 1: Frequency Distribution of HR Gender and Age

Variables	Categories	Frequency	Percentage
GENDER	Male	6	85.7
	Female	1	14.3
AGE	25-30	3	42.9
	30-35	1	14.3
	35-40	1	14.3
	40-45	0	0
	45-50	0	0
	50-Above	2	28.6

Source: Primary Data

Table 1 Shows that the Frequency Distribution of Gender and Age 6 of them are male HR and 1 female HR in seven corporate in our analysis the very young people are playing the role of HR's. The Frequency Distribution of age

shows (25-30) are 3 HR's and above 50 there are only 2 HR. the reason is they are the owners of the corporate. The age limit of (40-45) and (45-50) shows zero numbers the reason is they quit the job at this age.

Table 2: Frequency Distribution of HR Qualification and Experience

Variables	Categories	Frequency	Percentage
QUALIFICATION	UG (B.Sc, BCA, BBA, B.Com, B.Cs, BA)	2	28.6
	PG (M.Sc, M.Com, M.Cs, MA)	1	14.3
	Professional (BE, ME, B.Tech, M.Tech)	1	14.3
	MCA, MBA	3	42.9
EXPERIENCE	5-10	5	71.5
	10-15	0	0
	15-20	0	0
	20-25	1	14.3
	25-30	1	14.3

Source: Primary Data

Table 2 Shows that the frequency distribution of Qualification and Experiences, only 2 HR are Under Graduate and only 1 at Post Graduate level. The experience data shows that (5-10) year of experience only 5 HR's and only 1 at the range (20-25) (25-30) respectively. The reason is they are the owners of the corporate.

Table 3: Frequency Distribution of HR with Types of Employee

Variables	Categories	Frequency	Percentage
Braggart employee	Very Strongly	0	0
	Strongly	2	28.5
	Neither Strongly Nor Softly	2	28.6
	Softly	2	28.6
	Very Softly	1	14.3
Meddler employee	Very Strongly	1	14.3
	Strongly	2	28.6
	Neither Strongly Nor Softly	1	14.3
	Softly	3	42.8
	Very Softly	0	0
Remote one employee	Very Strongly	0	0
	Strongly	0	0
	Neither Strongly Nor Softly	3	42.9
	Softly	3	42.9
	Very Softly	1	14.2
Jealous employee	Very Strongly	2	28.6
	Strongly	3	42.8
	Neither Strongly Nor Softly	0	0
	Softly	1	14.3
	Very Softly	1	14.3
Rumour employee	Very Strongly	2	28.6
	Strongly	0	0
	Neither Strongly Nor Softly	2	28.6
	Softly	3	42.8
	Very Softly	0	0
Chronic non-listener	Very Strongly	1	14.3
	Strongly	1	14.3
	Neither Strongly Nor Softly	2	28.5
	Softly	2	28.6
	Very Softly	1	14.3
No-man employee	Very Strongly	1	14.3
	Strongly	1	14.3
	Neither Strongly Nor Softly	0	0

	Softly	3	42.8
	Very Softly	2	28.6
Standard employee	Very Strongly	0	0
	Strongly	2	28.6
	Neither Strongly Nor Softly	1	14.3
	Softly	3	42.8
	Very Softly	1	14.3
Abuser employee	Very Strongly	2	28.6
	Strongly	0	0
	Neither Strongly Nor Softly	1	14.3
	Softly	4	57.1
	Very Softly	0	0
Violator employee	Very Strongly	2	28.6
	Strongly	3	42.8
	Neither Strongly Nor Softly	1	14.3
	Softly	1	14.3
	Very Softly	0	0

Source: Primate Data

Table 3 Shows that frequency distribution of HR with types of employee, their association with HR the Rumour employee and abuser employee are handled very strongly by the HR. Rather Meddler employee, Remote one employee and standard employee have been treated softly by the HR. The most of the employees have been managed neither strongly nor softly.

Table 4: Frequency Distribution of Employee Gender and Age

Variables	Categories	Frequency	Percentage
GENDER	Male	54	77.1
	Female	16	22.9
AGE	20 - 25	28	39.9
	25 - 30	27	38.6
	30 - 35	8	11.4
	35 - 40	5	7.4
	40 - 45	0	0
	45 - 50	2	2.8

Source: Primary Data

Table 4 Shows that Frequency Distribution of Employee Gender and Age 54 of them are Male Employee and 16 Female Employee in our data and the age distribution of employees are in between (20-25) and (25-30) and the employee at the age of (40-45) in our data and the (45-50) are only 2 employees most super seniors and most of them are all (20-25) (25-30) and maximum level of above 45 age.

Table 5: Frequency Distribution of Employee Qualification and Experience

Variables	Categories	Frequency	Percentage
QUALIFICATION	UG (B.Sc, BCA, BBA, B.Com, B.Cs, BA)	25	35.7
	PG (M.Sc, M.Com, M.Cs, MA)	15	21.4
	Professional (BE, ME, B.Tech, M.Tech)	9	12.9
	MCA, MBA	21	30.0
EXPERIENCE	1-5	51	72.8
	5-10	15	21.5
	10-15	2	2.9
	15-20	1	1.4
	20-25	1	1.4

Source: Primary Data

Table 5 Shows that Frequency Distribution of Employee Qualification and Experience, only 25 Employee have studied Under Graduate, 15 Employee have studied Post Graduate, only 9 Employee are Professional and the Employees no have done MCA and MBA are only 21 Employees. The Experience Data Shows that (1-5) Years of Experience are 51 Employees and (5-10) are 15 Employees and the range of above 10 years of Experience are only 4 Employees Respectively.

Table 6: Employees with HRD

Variables	Categories	Frequency	Percentage
Feel engagement of individual employee by the HRD	Strongly disagree	18	25.7
	Disagree	10	14.3
	Neither agree nor disagree	5	7.1
	Agree	28	40.0
	Strongly agree	9	12.9
Think that explanation by the HRD serves as a powerful	Strongly disagree	13	18.6
	Disagree	22	31.4
	Neither agree nor disagree	4	5.7
	Agree	22	31.4
	Strongly agree	9	12.9
Feel expectations clarity by the HRD shows	Strongly disagree	8	11.4
	Disagree	16	22.9
	Neither agree nor disagree	12	17.1
	Agree	21	30.0
	Strongly agree	13	18.6
Think that sharing of information enriches	Strongly disagree	9	12.9
	Disagree	7	10.0
	Neither agree nor disagree	6	8.6
	Agree	21	30.0
	Strongly agree	27	38.6
Feel consulting and taking suggestions by the HRD	Strongly disagree	15	21.4
	Disagree	17	24.3
	Neither agree nor disagree	4	5.7
	Agree	19	27.1
	Strongly agree	15	21.4
Think involving employees in decision making by the HRD	Strongly disagree	15	21.4
	Disagree	19	27.1
	Neither agree nor disagree	8	11.4
	Agree	20	28.6
	Strongly agree	8	11.4
Feel the purpose of an organizations is shared by the HRD	Strongly disagree	15	21.4
	Disagree	10	14.3
	Neither agree nor disagree	8	11.4
	Agree	25	35.7
	Strongly agree	12	17.1

Source: Primary Data

Table 6 Shows that Frequency Distribution of Employee with HRD. In the view of employee the variable shows feel engagement of employee, HRD serves as a powerful, feel expectation clarity of HRD, sharing of the information, think involving employee in decision making and the purpose of an organization, Data it is clear that the category of agree by the employee are more when compared to the category of disagree. In spite some of the Employees correlation with HR is strongly disagree and some are Disagree this is due to the various types of employee that we have in our study analyzed.

CONCLUSIONS

In the study an effort made to understand the behavior concepts of the management, Human resource and the employees. Analyzed the psychology of the employees with the Human resource development and the employees with the company. Have ignored the benefits, Privileges and the comforts which are received by the employees by the management. Have considered the organization behavior of the employees and off course coordinated with the human resource development for the upliftment of the corporate in all three sectors of the economy. The results of the study shows that there is a soft behavior of the HR with the employee at the same time the HR and employees vigorously work for the management the place where they work. Thus the spiritual organization behavior will bring valuable benefits for the corporate through HR and employees. In our study the contribution is more within a short period. So that the development of the corporate and the development of both the HR and employee is feasible.

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AUTHOR PROFILE



Dr. S. Sujatha MA., M.Phil., PhD., currently working as Assistant Professor in Department of Economics at Mahalashmi Womens College of Arts and Science, Parutipat, Avadi, India. Blessed with 10 years of service experience in Vivekananda Kendra kanyakumari as a life time worker (seva virthi karyakartha) taught yoga, conducted personality development campus and gave discourses on swami Vivekananda. Gained knowledge with 10 years working experience in teaching economics.